

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after November 13, 1998, were as follows: Average increases of 11 cents (1.6 percent) for Level 1 and 17 cents (1.9 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 1999.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	41	7.22	10.55	5.60
CASHIER-CHECKER	130	6.47	9.87	5.15
OFFICE CASHIER	15	10.06	12.88	6.75
TELLER	44	8.38	9.25	7.10
RECREATION ATTENDANT	11	6.34	7.25	5.75
NF - 2				
HEAD SALES PERSON	26	9.22	10.89	7.25
STORE DETECTIVE	11	9.63	11.38	9.00
SECRETARY	16	10.07	12.00	7.00
ACCOUNTING TECHNICIAN	7	9.94	11.80	8.50
NF - 3				
DEPARTMENT MANAGER	33	9.98	13.10	7.00
BOOKKEEPER	8	11.74	12.85	11.00

WAGE AREA : #142 Kitsap, Washington
ORDER DATE : September 8, 1998
SURVEY : 013/012-21